

City of Belmont

City Council Compensation & Benefits Summary

The following represents the compensation and benefits offered to Councilmembers as authorized and approved by the City Council effective January 27, 2015. Council members elected or appointed after January 27, 2015 benefits are hereby established as set forth below. Council members elected or appointed prior to January 2, 2014 benefits were established by Resolution 8002 – 2/11/97 and Resolution 2012-094 – 9/11/12.

Councilmembers Elected or Appointed Before October 1, 2012:

1. Stipend: Councilmembers may choose to receive \$390/month (Ord. 896, 1995; California Government Code 36516).
2. Medical Coverage/Internal Revenue Code 125 Plan/Health Benefit Conversion: Councilmembers may choose a medical plan-- PPO (Preferred Provider Organization) or HMO (Health Maintenance Organization) through the California Public Employees' Retirement System (CalPERS) Health Benefits Program, up to 100% Kaiser employee plus two (2) or more dependents coverage. If Councilmember opts out of medical plan coverage provided by the City, s/he may defer some or all of the City's contribution to the Deferred Compensation Plan. Councilmembers may elect to defer some or all of the city's contribution. The difference of \$1587.14, less the cost of a Health Plan (if applicable) may be applied to Deferred Compensation only. No cash out is allowed.
3. Deferred Compensation Plan: The plan is available for Councilmembers to contribute monies from stipend and/or compensation in lieu of health benefits, subject to the 457 limits.
4. Dental Coverage: Delta Dental Preferred Option (DPO) Plan; City pays the full coverage for the Councilmember and Councilmember pays \$5/ month for one (1) Dependent and \$10/ month for two (2) or more Dependents.
5. Vision Reimbursement Plan: This City-funded plan covers Councilmember and eligible dependents. The City contributes \$19.00/ month for each Councilmember. Councilmember pays for services out of pocket and submit claims for reimbursement at the end of the fiscal year. Claims for reimbursement must be for services received during the fiscal year.
6. CalPERS Retirement: Councilmembers may choose to participate in California Public Employees Retirement System. CalPERS is an Optional Election for Elected Officials. The retirement formula is 2% @ 55, one year final compensation.
7. Retiree Health Benefits: The City participates in the CalPERS Health Plan as

- governed by the Public Employees' Medical and Hospital Care Act (PEMHCA), and provides the minimum PEMCHA contribution (currently \$122 per month, increasing annually) for retirees as required by a law. Councilmembers who retire with at least 12 years continuous service may receive a monthly reimbursement for health care premiums (capped at the Kaiser Bay Area Region employee only premium).
8. Retiree Dental: Eligible to participate at retiree's cost.
 9. Life & Accidental Death and Dismemberment Insurance: \$75,000 coverage; Councilmembers may purchase additional life insurance in accordance with the plan.
 10. Long-term Disability: 66 2/3% of base wages. City pays full cost of coverage.

Councilmembers Elected or Appointed Between December 31, 2012 and January 27, 2015:

1. Stipend: Councilmembers may choose to receive \$390/month (Ord. 896, 1995; California Government Code 36516).
2. Medical Coverage/Internal Revenue Code 125 Plan/Health Benefit Conversion: Councilmembers may choose a medical plan-- PPO (Preferred Provider Organization) or HMO (Health Maintenance Organization) through the California Public Employees' Retirement System (CalPERS) Health Benefits Program, up to 100% Kaiser employee plus two (2) or more dependents coverage. If Councilmember opts out of medical plan coverage provided by the City, s/he may defer some or all of the City's contribution (1/2 of the current Kaiser Employee or single plan rate) to the Deferred Compensation Plan. No cash out is allowed.
3. Deferred Compensation Plan: The plan is available for Councilmembers to contribute monies from stipend and/or compensation in lieu of health benefits, subject to the 457 limits.
4. Dental Coverage: Delta Dental Preferred Option (DPO) Plan; City pays the full coverage for the Councilmember and Councilmember pays \$5/ month for one (1) Dependent and \$10/ month for two (2) or more Dependents.
5. Vision Reimbursement Plan: This City-funded plan covers Councilmember and eligible dependents. The City contributes \$19.00/ month for each Councilmember. Councilmember pays for services out of pocket and submit claims for reimbursement at the end of the fiscal year. Claims for reimbursement must be for services received during the fiscal year.
6. CalPERS Retirement: Councilmembers may choose to participate in California

Public Employees Retirement System. CalPERS is an Optional Election for Elected Officials. The retirement formula is 2% @ 62, three year final compensation.

7. Retiree Health Benefits: The City participates in the CalPERS Health Plan as governed by the Public Employees' Medical and Hospital Care Act (PEMHCA), and provides the minimum PEMCHA contribution (currently \$122 per month, increasing annually) for retirees as required by a law. Councilmembers may receive a contribution from the City to a Retirement Health Savings (RHS) Plan based on years of service. Vesting in the RHS plan is after 10 years of continuous service with the City.

<u>Years of Service</u>	<u>Monthly Contribution</u>
Years 1-5	\$150.00
Years 6-10	\$200.00
Years 11-15	\$250.00
Years 16 and thereafter	\$300.00

8. Retiree Dental: Eligible to participate at retiree's cost.
9. Life & Accidental Death and Dismemberment Insurance: \$75,000 coverage; Councilmembers may purchase additional life insurance in accordance with the plan.
10. Long-term Disability: 66 2/3% of base wages. City pays full cost of coverage.

Councilmembers Elected or Appointed After January 27, 2015:

1. Stipend: Councilmembers may choose to receive \$390/month (Ord. 896, 1995; California Government Code 36516).
2. Medical Coverage/Internal Revenue Code 125 Plan/Health Benefit Conversion: Councilmembers may choose a medical plan-- PPO (Preferred Provider Organization) or HMO (Health Maintenance Organization) through the California Public Employees' Retirement System (CalPERS) Health Benefits Program, up to 100% Kaiser employee plus two (2) or more dependents coverage. If Councilmember opts out of medical plan coverage provided by the City, s/he may defer some or all of the City's contribution (1/2 of the current Kaiser Employee or single plan rate) to the Deferred Compensation Plan. No cash out is allowed.
3. Deferred Compensation Plan: The plan is available for Councilmembers to contribute monies from stipend and/or compensation in lieu of health benefits, subject to the 457 limits.
4. Dental Coverage: Delta Dental Preferred Option (DPO) Plan; City pays the full

coverage for the Councilmember and Councilmember pays \$5/ month for one (1) Dependent and \$10/ month for two (2) or more Dependents.

5. Vision Reimbursement Plan: This City-funded plan covers Councilmember and eligible dependents. The City contributes \$19.00/ month for each Councilmember. Councilmember pays for services out of pocket and submit claims for reimbursement at the end of the fiscal year. Claims for reimbursement must be for services received during the fiscal year.
6. CalPERS Retirement: Councilmembers may choose to participate in California Public Employees Retirement System. CalPERS is an Optional Election for Elected Officials. The retirement formula is 2%@ 62, three year final compensation.
7. Retiree Health: No retiree health in excess of any PEMCHA (Public Employees' Medical and Hospital Care Act) minimum employer contributions which may be required by law.
8. Life & Accidental Death and Dismemberment Insurance: \$75,000 coverage; Councilmembers may purchase additional life insurance in accordance with the plan.
9. Long-term Disability: 66 2/3% of base wages. City pays full cost of coverage.

Notes:

1. Councilmembers serving consecutive terms remain in their pre-election category. Councilmembers with a break in service are considered newly elected for all benefits except PERS. There were no Councilmembers elected after September 30, 2012 through December 31, 2013.
2. Elected officials can choose whether or not to enter into the California Public employees Retirement System (CalPERS) via "CalPERS Election of Optional Membership."
3. The Public Employees' Pension Reform Act of 2013 (PEPRA) created two categories; "classic" (elected prior to 1/1/13) and "New" (elected on or after 1/1/13). Councilmembers with a break in service exceeding six (6) months, pursuant to PEPRA are considered newly elected for PERS retirement benefits.
4. For Retiree Health, the City participates in the CalPERS Health Plan as governed by the Public Employees' Medical and Hospital Care Act (PEMHCA) and provides the minimum PEMHCA contribution for retirees as required by law.